

	1	2	3
182	—		
118	—		
85.2	—	—	—
62.5	—		
58.5	—		
47	—		

*Journal of Management Studies*, 19(1), 67-80.

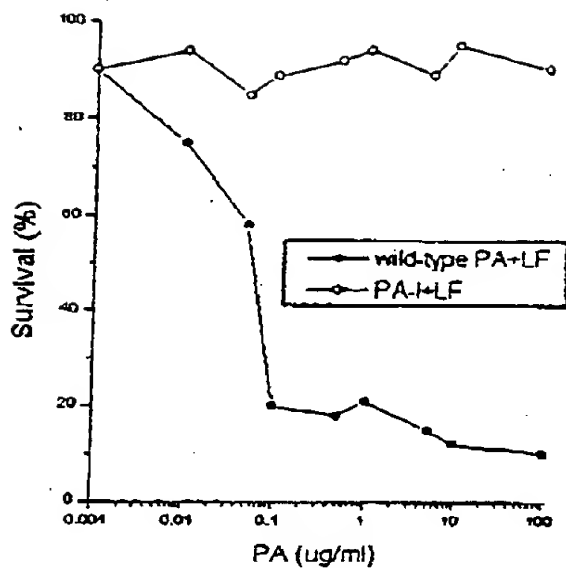


FIG 2

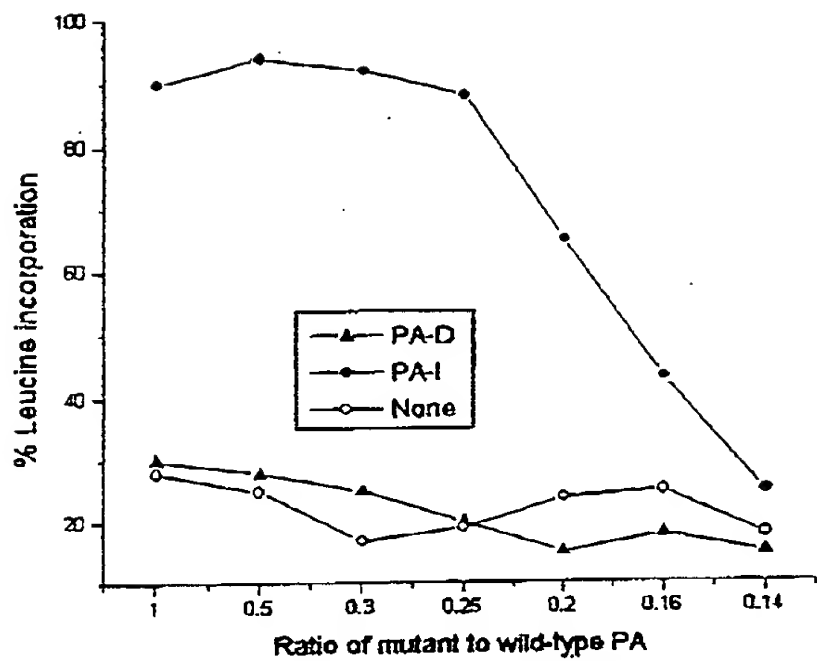


FIG 3

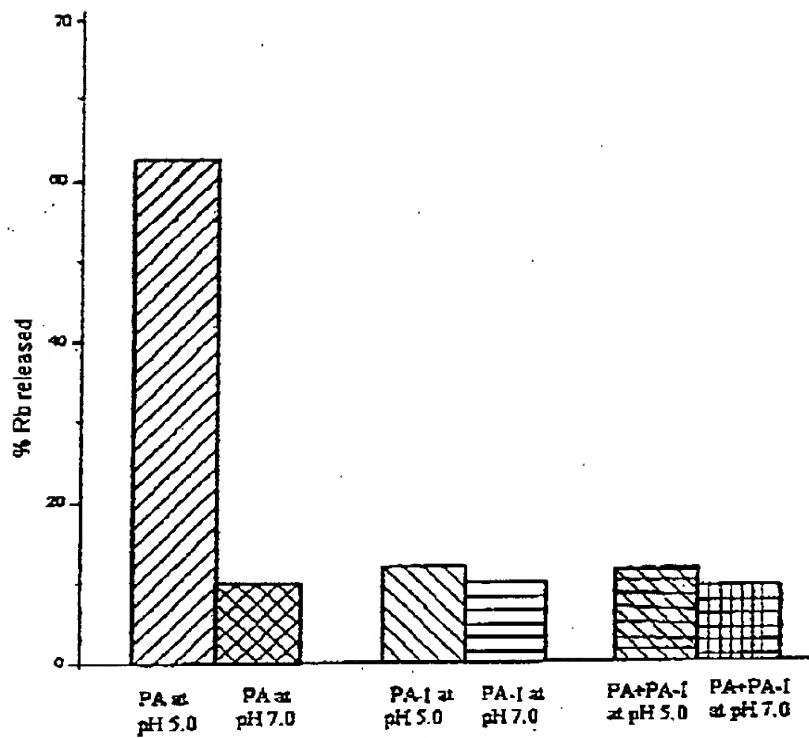


FIG 4